GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:2714
ANSWERED ON:19.03.2007
VIOLATION OF MINIMUM WAGES LAW
Yadav Shri Baleshwar

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the number of cases decided against violators of minimum wages law has declined during the last three years;

(b) if so, the details and reasons therefor;

(c) whether the observance of this law has been proved successful; and

(d) if not, the action being taken to deal with this situation?

Answer

THE MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES)

(a) to (d): The information is enclosed.

Under the Minimum Wages Act, 1948, both Central and State Governments are appropriate Governments to fix, review and revise the minimum wages in scheduled employments under their respective jurisdiction.

The enforcement of the Act is secured both at the Central and State level.In the Central sphere,the implementation is secured through the Officers of the Central Industrial Relations Machinery, while at the State level, the responsibility of enforcement lies with the respective State Enforcement Machinery.Under the statutory provisions of the Act, the appropriate Government officials conduct regular inspections and advise the employers to make payment of shortfalls of wages whenever they come across any case of non-payment or less payment of wages. In case of non-adherence of the advice, recourse to legal and penal actions against the defaulting employers is undertaken.

The comparative table of the common States (who have submitted their enforcement reports) for last three years is as below:

Year	Sphere	No. of inspections made	Irregularities Detected	Irregularities Rectified
2003-04	Central	18380	241023	175816
	State	162449	149965	174085
	Total	180829	390988	349901
2004-05	Central	16956	179551	211092
	State	431680	178247	137619
	Total	448636	357798	348711
2005-06	Central	12392	133826	140307
	State	495889	207032	160954
	Total	508281	340858	301261

The State-wise details are Annexed. The number of cases related to check violation of Minimum Wages Law in terms of inspections, irregularities/rectified shown significant improvement especially in the State Sphere during the last 3 years. It is evident from the above table that the number of inspections has increased significantly from 1.81 lakhs during 2003 − 04 to 4.49 lakhs and further to 5.08 lakhs during 2004 − 05 and 2005 − 06 respectively as far as the 17 States/UTs from where the comparative figures are available.This is indicative of more emphasis on inspections in the State Sphere.There is relative decline in irregularities detected as well as rectified, which indicates better compliance of Minimum Wages Act, 1948.This is the result of relentless efforts made by Central as well as State Governments.The Government is still pursuing effective implementation of Minimum Wages Act, 1948 through discussion, writing letters, personal interaction and visits to all the States/UTs including the North-Eastern States.